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Working Conditions in Lumber and Pulpwood Camps, August 1955 - March 1956

Maine Department of Labor and Industry

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STATE OF MAINE
DEPARTMENT OF LABOR AND INDUSTRY

Report to His Excellency, Governor Edmund S. Muskie
from
Commissioner Marion E. Martin

Re: Working Conditions in Lumber and Pulpwood Camps
August 1955 - March 1956

April 30, 1956
DLI Bulletin No. 249

R & S

JUN 26 1956

April 30, 1956

TO: Governor Edmund S. Muskie

FROM: Miss Marion E. Martin, Commissioner of Labor and Industry

SUBJECT: Report of Logging Operations and Working Conditions in the
Industry

Upon your assignment to us of the work of surveying and reporting on conditions found in the Logging Camps, we first called a meeting of the industry representatives to discuss the employment pattern, the type of questionnaire that would be productive of real information and other questions such as, would the information about wage rates be available in the main office or at the camp location and where we might obtain various types of information.

At this meeting, the industry appointed a committee chairman, Mr. Francis E. Pearson with whom we should get in touch whenever there was a problem in connection with the survey, and in turn, the individual members of the logging group would bring any questions or complaints to us or to this committee. This committee was very helpful in drafting the form sent out by the Research and Statistical Division and in creating an understanding on the part of the employers of our efforts.

The factual, statistical and research reports speak for themselves. They are attached, Exhibits A and B, and should be incorporated as an integral part of this report.

We did not make any inquiry, or concern ourselves with the ownership of equipment used in the woods operation. The reason we did not, was that we are primarily concerned with working conditions and are no more concerned with the ownership of equipment than we are with how an employer finances his operations.

In addition, even though we are cognizant of the fact that some of the complaints that were stated in 1955 had to do with the use of Canadian equipment or the use of Canadian taxis by the workers, we do not feel that such items are of concern to this Department. The border patrol requires permits and duties are levied against such equipment and such matters are of national rather than State concern.

There have been many unfounded indictments of the logging industry, much of it of hearsay character. Our inspection reveals that in 1955-56, the logging industry has, with rare exceptions, established acceptable or better working conditions. The contrast between the days of the "old baked beans three times a day camp" where the men slept on fir boughs and today is very marked. It is as unfair to judge the logging industry from 1900 standards as it would be the manufacturing plant or any economic or social activity. Progress has been made in all fields and the logging industry is no exception.

April 30, 1956

It is our belief that the logging industry should be complimented and encouraged. It is basic to our economy, and even though the work is hard and requires physical stamina, muscular coordination and good health, and the type of life may not be suited to certain individual's temperament, there should be no wholesale discouragement of the young man who wishes to follow that field of activity, nor blanket indictment of the logging industry. The State should point with pride to the fact that conditions are good and that the logging industry supplies the raw material upon which our largest industry, pulp and paper, depends and upon which any sound hopes for the future expansion of the industry and the State must be based.

The department respectfully submits that consistent with the present practice of many of the logging companies that the statutes which exempt the industry from coverage of certain laws be amended to remove the exemptions. These amendments would be:

(1) to the Workmen's Compensation Act, Section 4, Chapter 31, Maine R.S. 1954 and

(2) to the Labor Laws, Section 50, Chapter 30, Maine R.S. 1954

to delete the specific exemption of the logging industry.

Marion E. Martin

MEM:mi

Exhibit A

DEPARTMENT OF LABOR AND INDUSTRY
DIVISION OF RESEARCH AND STATISTICS

LUMBER AND PULPWOOD CAMP STUDY

August 1955 - March 1956

Marion E. Martin, Commissioner

T. T. Trott, Jr., Director

April 1956

DEPARTMENT OF LABOR AND INDUSTRY
Division of Research and Statistics

THE IMPORTANCE OF LOGGING

The utilization of our abundant forest lands through logging is the base upon which over 40% of our state's manufacturing economy is built. This 40% represents the product value of three major manufacturing industries directly concerned with logs, namely, Paper and Allied Products, Lumber and Woods Products, and Furniture and Fixtures.

Not considered here are those manufacturing industries which are both directly and indirectly dependent upon these industries either as suppliers or consumers such as chemicals, printing, machinery, transportation equipment and others. Furthermore, no consideration is given to the tertiary industries which are also either directly or indirectly dependent upon the basic three such as transportation, public utilities, banking, wholesale trade, not to mention the service and retail trade groups which are dependent upon the income generated from logging and log derived products.

According to the Census of Maine Manufacturing, 1954, for the four years 1951-54, inclusive, the three manufacturing industries cited manufactured a product valued at over 1.6 billion dollars and paid wages to an average of more than 35 thousand workers amounting to 142 million dollars, averaging to each worker over the four years over \$2900 per year. In 1954 alone, the product value of these three was 408 million dollars, with 102 million dollars in wages paid to almost 33 thousand workers whose individual average share amounted to \$3130. Valuedwise, paper is the most important user employing 17 thousand workers for 68 million dollars to produce a 293 million dollar product in 1954. The data for these three industries is found in Table I.

THE SURVEY

On August 30, 1955, schedules were sent to 116 Maine paper companies, loggers, etc., as per the attached samples (Exhibit I and II). Replies covering 205 operations were received of which 16 were notifications that no camps were operated either by the company or for them by contractors. The remaining 189 were referred to the Industrial Safety Division for investigation and they inspected 129 operating camps, the status of the remaining 60 is enumerated in the inspection report. In the 129 operating camps there were, at the time of inspection, 820 Americans, 4129 Bonded Canadian workers and 47 workers on visa. The employment picture, as reported on the questionnaire for the three seasonal peaks (June, October and February), is shown on Table II.

Based upon the employment data from the inspection reports of lumber camps, shown above, the Canadians represented 83.6% of the labor force; however, using the data obtained in the schedules which is perhaps more reflective of the year-round woods camp picture we find that (1) In the inspected operating camps, 67.4% of the workers are Canadian and (2) In all camps reported, 69.2% are Canadian. Based upon the average employment reported in the survey in all camps reporting, 3300 of a total 4800 were Canadian. Upon inspection of these camps reported employment averaged 4996 or 4% higher than the average total determined by the survey.

The relationships of Canadian to American workers shown above is, of course, distorted as it represents only that portion of the logging industry operating in woods camps. A large percentage of all logging is the harvesting of pulpwood. The Maine Forestry Department reported a total harvest of pulpwood in Maine for 1955 of 2,533,674 rough cords. The Maine pulpwood industry^{1/} reported 1,519,360 or 60% was cut by native labor, the remaining 1,014,314 or 40% was cut by Canadian bonded woodsmen. The industry also reported that the average total

^{1/} Committee on Imports for the American Pulpwood Industry

labor force engaged in the production of pulpwood in 1955 was 16,635. From questionnaires submitted to its membership, the industry reported the 11,309 or 68% of the average total labor force was native while the remaining 32% or 5326 were Canadian. This presents a more accurate picture of the statewide employment pattern of the industry in contrast with the woods camps alone. Generally the American harvester lives at home and harvests local woodlots on a full or part time basis.

WAGES AND RELATED DATA

The industry committee prepared a list of the various occupations in logging camps which were submitted to the individual operators for completion as to the wages paid for those jobs. Table I shows the hourly paid occupations for which data were obtained together with the lowest and highest reported rates, the modal or most prevalent rate, and the computed average rate for each of those occupations. Table II shows the piece work rate for various operations in the industry on the same basis. (The average hourly rates are weighted by the actual reported number of workers in each of the classifications, the piece work rates are averaged on the basis of frequency of occurrence). (These data are computed from reports of inspected operating camps and do not include the data filed by the other camps.) In these camps workers are charged for maintenance or room and board. The average charge reported was \$2.11 per day from a range of \$1.95 to \$2.25 per day. (See Table II)

In the annual "Census of Maine Manufacturers" for 1954, Logging Camps and Logging Contractors paid an average of \$2321 to the 4000 average number of workers for the year. In evaluating this average an objective consideration of the following is necessary: (1) The part-time nature of the employment pattern in the industry (2) The statewide average for all manufacturing industries which is \$2866, and (3) The all manufacturing average for Aroostook County was \$2804, for Penobscot--\$2979, for Piscataquis--\$2178, for Oxford--\$3134, and for Franklin--\$2560.

WORKMEN'S COMPENSATION COVERAGE

In the 189 camps reported to this division, 99 indicated that they were "Assenting Employees" under the Maine Workmen's Compensation Act. 76 of them were covered by insurance while the remaining 23 were self insurers. 53 more reports indicated non-assent to the Act, but of these 7 carried Employers' Liability insurance, 11 carried Workmen's Compensation insurance and 2 had Canadian Compensation insurance. 11 reports of the total non-assenters stated that some form of health, accident, or hospitalization insurance was carried for which the employer paid one half or more of the premium cost. The remaining 37 reports made no response to the Workmen's Compensation question.

In the 129 active camps which were inspected, 77 were in assent to the Act (62 insured and 15 self insured) while 11 did not reply to the question. Of the remaining 31 non-assenters, 5 carry Employers' Liability, 8--Workmen's Compensation, and 1 Canadian Compensation insurance.

(Note: No analyses were made on the basis of products or type of operation.)

DEPARTMENT OF LABOR AND INDUSTRY
DIVISION OF RESEARCH AND STATISTICS (EXHIBIT I)
DLI R&S 101A

COOPERATIVE REPORT
LUMBER AND PULPWOOD CAMPS

C O N F I D E N T I A L

DATE: _____

COMPANY NAME _____

CAMP NAME AND LOCATION:

_____ miles from _____ Type of Access Road _____
(NAME OF NEAREST TOWN)

MAILING ADDRESS: _____

* * * * *

PRODUCTS: PULPWOOD ☐ ROUGH ☐ PEELLED ☐ OTHER _____

LONG LOGS ☐ TURNERY OR VENEER LOGS ☐

IF PRODUCTS DIFFER MATERIALLY FROM SEASON TO SEASON, PLEASE CHECK THE PREDOMINANT PRODUCT FOR THE PRECEDING FULL YEAR IN THE SPACE ABOVE, AND MAKE NOTE OF THE SEASONAL DIFFERENCES IN THE EMPLOYMENT SECTION BELOW.

* * * * *

TYPE OF OPERATION: OWNER OR COMPANY OPERATED ☐ CONTRACTOR OR SUBCONTRACTOR ☐

IF THIS IS AN OWNER OR COMPANY OPERATED CAMP, PLEASE FURNISH NAMES AND ADDRESSES OF CONTRACTORS, IF ANY. IF THIS IS A CONTRACT CAMP, PLEASE FURNISH NAMES AND ADDRESSES OF PRINCIPAL CONTRACTOR AND SUBCONTRACTORS. A SEPARATE SHEET MAY BE ATTACHED FOR THE PURPOSE OF PROVIDING THIS INFORMATION

* * * * *

WORKMEN'S COMPENSATION OR OTHER INSURANCE:

(A) Are you an "ASSENTING EMPLOYER" under the workmen's compensation act? YES ☐ NO ☐

(B) If YES, are you INSURED ☐ or are you a SELF INSURER? ☐

(C) Do you carry any other types of insurance, not covered above, for the protection of your employees?
Is so, what _____

(e.g., employer's liability, health and accident, hospitalization, etc.)

* * * * *

EMPLOYMENT AND PRODUCTION: AS OF THE PAYROLL PERIOD ENDING NEAREST:

	JUNE 15	OCTOBER 15	FEBRUARY 1
PRINCIPAL PRODUCTS:			
TOTAL EMPLOYMENT:			
MALE			
FEMALE			
AMERICAN			
CANADIAN			
BONDED			
VISA			
MINORS:			
MALE, under 18			
FEMALE, under 18			

PLEASE FURNISH NAME, TITLE, AND ADDRESS OF YOUR COMPANY'S REPRESENTATIVE WHO WILL ACCOMPANY OR AID OUR INSPECTOR IN SCHEDULING HIS INSPECTION TRIP:

NAME _____ TITLE _____ ADDRESS _____

PLEASE FURNISH NAME, TITLE, AND ADDRESS OF YOUR COMPANY'S REPRESENTATIVE WHOM WE MAY CONTACT CONCERNING THIS REPORT:

NAME _____ TITLE _____ ADDRESS _____

REMARKS:

(SIGNATURE)

(EXHIBIT II)

DLI R&S 101A - P. 2

WAGE SCALE

CLASSIFICATION Choppers or Cutters				HOURS PER WEEK		
S A W L O G S	Rate per Thousand			P U L P W O O D	Rate per Cord	
	DROP AND LIMB	CUT AND YARD	CUT AND SKID		STUMP PILED	YARDED
SOFTWOOD				ROUGH PULPWOOD		
HARDWOOD				PEELED PULPWOOD		
HARDWOOD SELECTIVE CUTTING				PEELED PULPWOOD CHEMICALLY DEBARKED		
B O L T S	Rate per Cord			PEELED POPLAR		
	STUMP PILED	YARDED				
BIRCH						
OTHER HARDWOOD						

ALL OTHER CLASSIFICATIONS

NO.	CLASSIFICATION	HOURLY RATE	NO. HOURS PER WEEK	NO.	CLASSIFICATION	HOURLY RATE	NO. HRS. PER WK.
	BLACKSMITH				PORTABLE ROSSER OPERATOR		
	BOATMAN				RIVER DRIVER		
	BULL COOK				SCALER		
	BULLDOZER OPERATOR				SWAMPER		
	CANT DOG MAN				TEAMSTER - 1 HORSE		
	CLERK				TEAMSTER - 2 HORSE		
	CLERK-SCALER				TOTER		
	COOK				TRACTOR DRIVER		
	COOK ASSISTANT				TRACTOR DRIVER HELPER		
	COOKEE				TRUCK DRIVER		
	CRANE OR SHOVEL OPERATOR				TRUCK DRIVER HELPER		
	CRANE OR SHOVEL OPERATOR HELPER				WOOD WORKER		
	FEEDER				WOODS MACHINE MECHANIC		
	FILER				ADDITIONAL CLASSIFICATIONS:		
	FOREMAN						
	FOREMAN ASSISTANT						
	GROUND LOADER						
	MOTORBOAT OPERATOR						
					TRUCK DRIVER WITH TRUCK		

DAILY MAINTENANCE CHARGE	\$		DISTANCE OF HAUL			
			IN MILES ONE WAY		KIND OF WOOD	RATE
SAW HIRE	\$					
TRUCK HIRE	\$					
HORSES	\$					

TABLE I: Census of Maine Manufactures, 1954 - Selected Data for the four years, 1951-54

A. Lumber and Wood Products, Paper and Allied Products, Furniture and Fixtures - 1951-54

INDUSTRY	(1951-1954, inclusive)			
	VALUE OF PRODUCT (000,000's)	GROSS WAGES PAID (000,000's)	AVERAGE EARNINGS	EMPLOYMENT (Annual Average)
Lumber and Wood Products	482	155	2146	18059
Paper and Allied Products	1125	250	3805	16428
Furniture and Fixtures	19	7	2616	669
Total	1626	412	2930	35156

B. Lumber and Wood Products, Paper and Allied Products, Furniture and Fixtures, 1954

Lumber and Wood Products	110	32	2171	14726
Paper and Allied Products	293	68	3939	17206
Furniture and Fixtures	5	2	2481	659
Total	408	102	3130	32591

TABLE II: Reported Employment on Survey

A. Inspected Operating Camps

Period	Number of Americans	Number of Canadians Bonded	Number of Canadians Visa	Total Canadians	Total Americans and Canadians
June	1380	2317	94	2411	3791
October	1048	2963	105	3068	4116
February	1065	1826	101	1727	2792
Average #	1164	2302	100	2403	3567
%	32.6	64.6	2.8	67.4	100.0

B. All Camps Reporting

June	1780	3738	114	3852	5632
October	1233	3626	122	3748	4981
February	1385	2167	117	2284	3669
Average #	1486	3177	118	3295	4761
%	30.7	66.8	2.5	69.3	100.0

TABLE III: 1955 HOURLY WAGE SCALES (Includes only those jobs for which rates were furnished and in view of the period covered, does not involve the Federal Minimum Wage Revision on 1, March 1956)

JOB TITLE	LOW RATE	HIGH RATE	AVERAGE RATE	MODAL RATE
Blacksmith	.85	1.33	1.07	1.00
Bull Cook	.75	.92	.77	.75
Bulldozer Operator	1.00	1.72	1.31	1.25
Cant Dog Man	.80	.92	.83	.80
Clerk	.80	1.52	1.16	1.25
Clerk-scaler	.95	1.25	1.02	.95
Cook	.75	1.22	.86	.825
Cook Assistant	.75	1.01	.79	.80
Cooke	.75	1.00	.78	.75
Crane or Shovel Operator	1.00	1.52	1.27	1.25
Crane or Shovel Operator, helper	.90	1.00	.97	1.00
Feeder	.75	.92	.80	.75
Foreman ***	.75	2.50	1.79	2.375
Foreman Assistant ***	.90	2.00	1.53	2.00
Ground Loader	1.00	1.15	1.04	1.00
Scaler	.85	1.40	1.22	1.28
Swamper	.75	1.25	1.00	1.00
Teamster 1-Horse	.85	1.25	.95	.85
Teamster 2-Horse	.90	1.25	1.07	1.10
Toter	.80	1.00	.95	1.00
Tractor Driver	.95	1.62	1.18	1.00
Tractor Driver Helper	.85	1.29	.97	.90
Truck Driver	.90	1.45	1.09	1.00
Truck Driver Helper	.85	1.25	.94	.90
Wood Worker (Axemen)	.90	1.25	1.15	1.10
Woods Machine Mechanic	1.15	1.35	1.26	1.32
Carpenter	1.25	1.50	1.375	1.35
Log Hauler Operator	1.62	1.62	1.62	1.62
Grader Operator	1.20	1.20	1.20	1.20
Camp Construction	.90	1.00	.91	.90
Choker Man	1.32	1.43	1.39	1.43
Yardman	1.00	1.00	1.00	1.00

*** Includes weekly salaries which were prorated on a 40-hour base.

TABLE IV

Piece Work Rates (Includes only those activities for which rates were furnished)

A. Rates per thousand

ACTIVITIES	LOW RATE	HIGH RATE	AVERAGE RATE	MODAL RATE
Softwood - Drop and Limb	6.00	6.00	6.00	6.00
Cut and Yard	8.00	12.00	10.04	10.00
Cut and Skid	8.00	12.00	9.69	10.00
Hardwood - Drop and Limb	6.00	6.00	6.00	6.00
Cut and Yard	9.00	15.00	11.52	10.00
Cut and Skid	10.00	12.00	11.20	12.00
Hardwood - Drop and Limb	5.00	5.00	5.00	5.00
(Selective Cutting) Cut and Yard	14.00	14.00	14.00	14.00

B. Rates per Cord

Boltwood

Birch - Stump Piled	5.00	6.00	5.50	5.50
Yarded	6.00	9.00	6.94	6.50
Other - Stump Piled	5.50	5.50	5.50	5.50
Yarded	6.50	9.00	7.75	7.50

Pulpwood

Rough - Stump Piled	5.00	6.00	5.47	5.50
Yarded	5.00	6.50	5.81	5.50
Peeled - Stump Piled	8.00	8.50	8.04	8.00
Yarded	8.00	10.75	8.61	8.50
Peeled *** - Yarded	6.25	8.00	7.13	6.50
Peeled Poplar - Stump Piled	7.00	7.00	7.00	7.00
Yarded	7.50	7.50	7.50	7.50
Hauling	3.00	7.75	4.41	3.50

C. Maintenance (Board and Room)	1.95	2.25	2.11	2.10
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*** Chemically debarked

TO: Miss Marion E. Martin, Commissioner, Department of Labor and Industry
FROM: Herbert S. Edgecomb, Safety Inspector, Division of Industrial Safety
SUBJECT: Inspection Findings Relative to Pulpwood and Lumber Camps in the State of Maine

COVERAGE

In August, 1955, the Division of Research and Statistics, Department of Labor and Industry, surveyed Maine paper companies and logging operations in various sections of the State. These camps were referred to the Industrial Safety Division for inspection.

129 camps and one special project were inspected from September, 1955, to April, 1956.

39 camps were found closed when the inspector reached the area.

3 were inaccessible due to travelling conditions.

1 was found to be on the Canadian side of the border.

16 camp operators advised the Department by letter that their camps were closed, either temporarily or permanently.

RATING STANDARDS

The following criteria were used in rating the camps as excellent, acceptable, or substandard. The excellent group of camps surpassed the minimum requirements of the Bureau of Health by having some one or more additional facilities such as flush toilets, hot and cold running water, shower baths or electric or gas refrigeration. To be graded as excellent there must be exceptionally good housekeeping throughout.

The acceptable group of camps met the bare requirements of the Bureau of Health rules and regulations relating to lumber camps. Several camps, due to the housekeeping, were rated as "acceptable" rather than "excellent".

The substandard group of camps were rated as such where one or more of the following conditions were found: poorly located water supplies in relation to buildings, poor housekeeping in bunkhouses and men's sleeping camps, inadequate window areas, poor ventilation, poor or no toilet facilities, or garbage and refuse strewn around in the immediate area of the bunkhouse or kitchen.

Construction specifications which are required by the regulations of the Bureau of Health were not checked by actual measurement, but by observation the standards were apparently met where such is indicated.

FINDINGS

Excellent -

88 camps employing 4016 woodsmen, of which
3323 were bonded Canadians
46 were working with a Visa, and
863 were Americans.

Acceptable -

34 camps employing 863 woodsmen, of which
699 were bonded Canadians, and
164 were Americans.

Substandard -

8 camps employing 131 woodsmen, of which
107 were bonded Canadians
1 was working with a Visa, and
23 were Americans.

With the exception of 3 large camps, all of those in the substandard category were small camps, ranging from shackers housing 2 or 3 men to camps housing up to 25 men.

EMPLOYMENT PATTERNS

29 camps employ only bonded Canadians
10 employ only Americans
91 employ both bonded Canadians and Americans
130 camps and projects inspected.

Those employing but one national group were small to medium sized camps of 4 to 40 woodsmen with the exception of 2, one of which had 65 workers, the other, 100.

LABOR RELATIONS

Good labor relations prevailed generally - there being no apparent problem where the Canadians and Americans were employed in the same camp.

SAFETY PROVISIONS

SAFETY - FIRST AID SUPPLIES

44 camps had extensive safety programs.

46 employed one or 2 certified first aid men.

127 were equipped with adequate first aid kits
or first aid supplies.

34 were provided with stretchers.

DYNAMITE

24 of the 130 camps and projects inspected use dynamite in the woods on road construction and during the spring drive.

7 had no dynamite storage as it is brought in as needed.

5 camps had dynamite stored in locked storehouses near other buildings in the immediate area.

8 camps used magazines for storage.

4 had one to two dozen sticks stored in woods. These storage facilities were located a safe distance from the camp area and were plainly marked.

Handling of the dynamite is restricted to trained men.

HOUSEKEEPING AND MEANS OF EGRESS FROM MESS HALLS AND BUNKHOUSES

121 mess halls had good housekeeping - 9 poor.

24 mess halls had 3 exits, 95 had 2 and 4 had one.

4 bunkhouses had 3 exits, 105 had 2 and 4 had one.

7 housekeeping or shackers camps and 16 men's sleeping camps were provided with only one exit.

MEALS

The opportunity was afforded to eat meals in many of the camps of all 3 categories. The food was excellent and well prepared by good cooks and cookees.

A typical breakfast menu consisted of bacon, eggs, bread or toast, a variety of

cereals, doughnuts, cookies, pies, fruit juices, coffee or tea. On several occasions pancakes with syrup were served.

Dinners and suppers consisted of good meats such as ham, beef, chicken, etc., prepared as roasts, steaks and stews or canned meats, sausages or frankforts. Roast chicken was served on several occasions for dinner or supper. Southern fried chicken was served at two different camps. In every instance, various types of soup were served with the dinner and supper. Many varieties of pies, cookies and cakes were provided. Excellent home made bread was served at all meals.

LIGHTS AND REFRIGERATION

64 camps have installations of either electric or gas refrigeration.

82 have either electric or gas lights.

Others are planning such installations.

BRIDGTON CAMP OPERATED BY S. D. WARREN COMPANY

The S. D. Warren Company project, located at Bridgton, is unique and does not properly come under our survey. It is composed of individual portable houses provided by the Company for the woodsmen and their families.

The employees are employed on a year round basis and these houses are their permanent residence. They are located in one area for a period of one to three years and when the cutting is completed there, the whole community is moved to a new location. This enables the woodsmen to maintain a normal family relationship and the family a normal community life.

The individual homes are no more subject to State inspection than would be a private home in any part of the State.

The Company makes advance arrangement with the local school authorities for the education of the children. 19 children are transported to the Bridgton schools by the town school bus.

Each house is painted to suit the wishes of the tenant. The whole impression is that of a busy and attractive village.

14 American workers live in the Company houses, the balance of the necessary

woods crew is recruited locally from workers who live in their own homes in the town of Bridgton.

CREDIT

I would be remiss if I failed to express appreciation for the fine cooperation received from all the camp operators during our visit to their respective camps.

SIGNED

Herbert S. Edgecomb